



Reach Higher Montana

- Nonprofit - HQ in Helena, working statewide
 - Career & Education Outreach
 - Grants and Scholarships
 - Special programming for youth in foster care and/or experiencing homelessness
 - Convener of cross-sector partnerships
-
- ReachHigherMontana.org



WBL COLLABORATIVE OVERVIEW & ACCOMPLISHMENTS

Objective: Understand the Collaborative's origin story, vision, past work and accomplishments thus far.

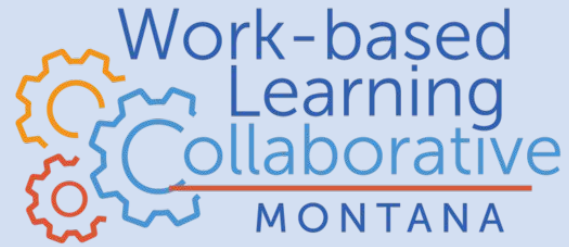
Why the Collaborative?

- WBL programs requires cross-sector engagement to execute
- Too often efforts take place in silos and staff turnover disrupts continuity and critical partnerships
- Historically there had been no easy access point to information, tools and resources to advance effective WBL in Montana, particularly for employers and educators
- It's important to have a collective space to focus on long-term and system-wide outcomes
- Increased cross-sector collaboration is needed to build improved systems and advocate for policy and funding to expand WBL opportunities for Montana's youth

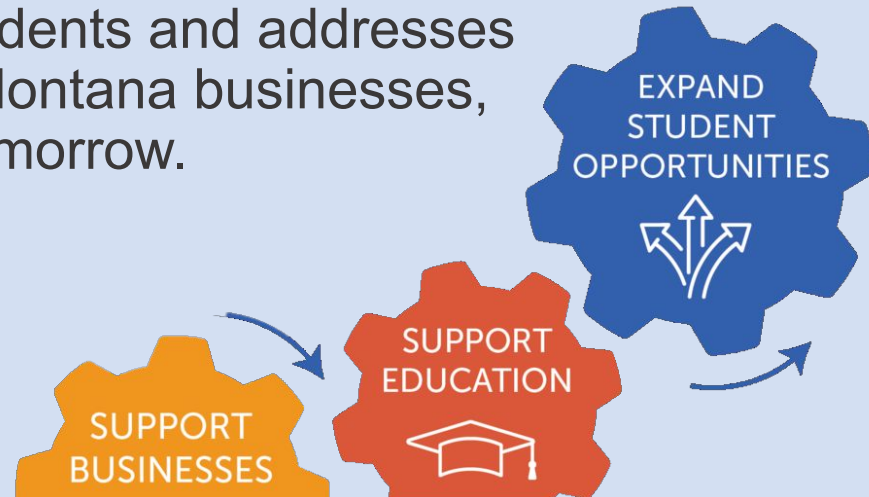
Role of the Collaborative

- Convene stakeholders focused on WBL
- Monitor progress toward big goal
- Assess challenges, gaps, and opportunities to expand WBL participation

Vision of the



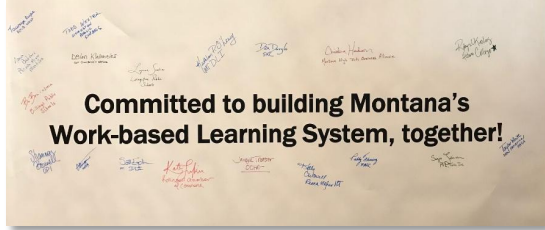
Every young adult in Montana will have multiple pathways to economic self-sufficiency, supported by a statewide work-based learning system that honors the potential of students and addresses the workforce needs of Montana businesses, today and tomorrow.



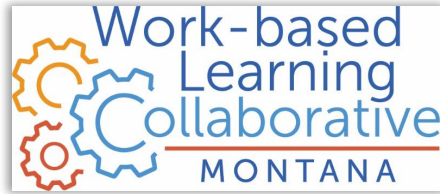
Engagement in the WBL Collaborative

- Reach Higher Montana (convener)
- Arthur M. Blank Family Foundation
- Montana Chamber of Commerce
- Montana Manufacturing Extension Center
- American Jobs for America's Youth-MT
- Helena College
- Livingston Community/School Collaborative
- MT School Boards Association
- Montana ACTE
- Montana High Tech Business Alliance
- Central Montana Works
- Gianforte Family Foundation
- EdChoice
- Governor's Office
- Chief Dull Knife College
- Flathead Valley Community College
- Fort Peck Community College
- Livingston Public Schools
- Billings Public Schools
- New America Foundation
- Accelerate Montana
- Whitefish High School
- Montana Primary Care Association
- Department of Labor & Industry
- Office of Public Instruction
- Office of the Commissioner of Higher Education
- University of Montana Center for Children, Families, and Workforce Development

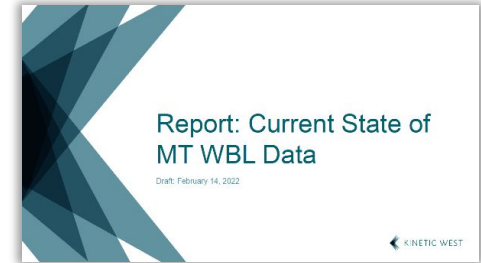
Year 1 Highlights



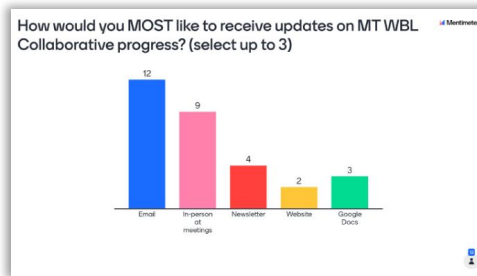
**Initial WBL Summit @ West Creek,
June 21-23, 2021**



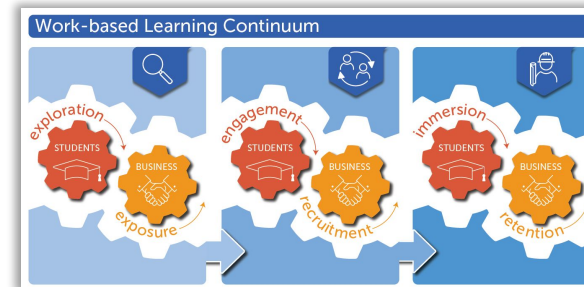
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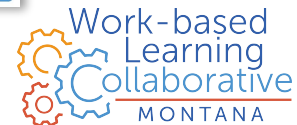
Data Landscape Analysis



**1st Collaborative Meeting,
Work Groups and File
Sharing Established**



WBL Continuum Adoption



Year 1 Highlights



**Training to Support
Internship Hosts**



**RHM First Nursing
Youth Apprentices**

Category	Indicator	Data Collection
Collaborative Participation	<ul style="list-style-type: none"> Attendance at quarterly meetings Total Collaborative membership New members added in year Active Work Group members 	<ul style="list-style-type: none"> Tracking by coordinating staff
Participant Experience	<ul style="list-style-type: none"> Satisfaction with quarterly meetings and retreat Overall satisfaction with the Collaborative <ul style="list-style-type: none"> Value/Benefits of Participation Communication Alignment New Connections Learning 	<ul style="list-style-type: none"> Meeting exit tickets End-of-year annual survey
Collaborative Impact	<ul style="list-style-type: none"> Progress on Work Group action plan milestones Adoption of shared definition of WBL continuum and activities 	<ul style="list-style-type: none"> Work Group Milestone Tracker Sign-on to shared definitions by WBL members

Developed Collaborative Success Measures



**First Teacher Externships in Mfg.
(7 employers, 7 teachers)**

Year 2 Highlights



2nd WBL Retreat, August 15-17, 2022

Present about WBL and the Collaborative at Conferences

- Montana ACTE Conference, Oct. 20, 2022
- National ACTE Conference, Dec. 2, 2022
- Montana Principals Conference, Jan. 22-24, 2023
- Montana School Counselors Association, March 30-31, 2023
- ACTE National WBL Conference, April 26-28, 2023



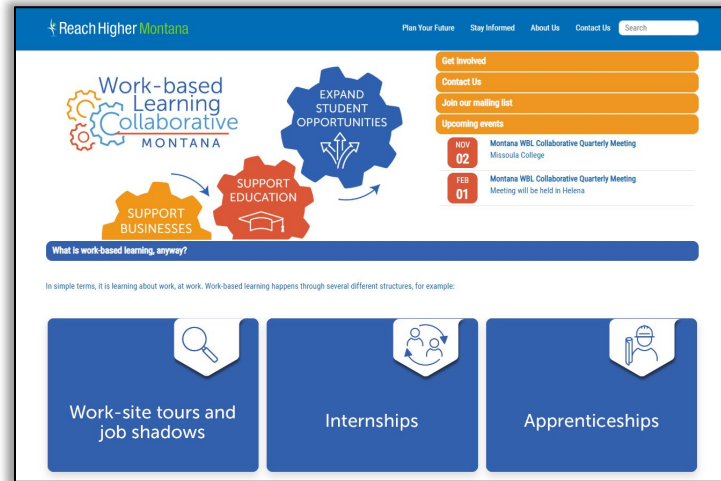
Received EdChoice Funding to Hire Kathleen O'Leary to Support Coordination

Guest Presentations at Quarterly Meetings

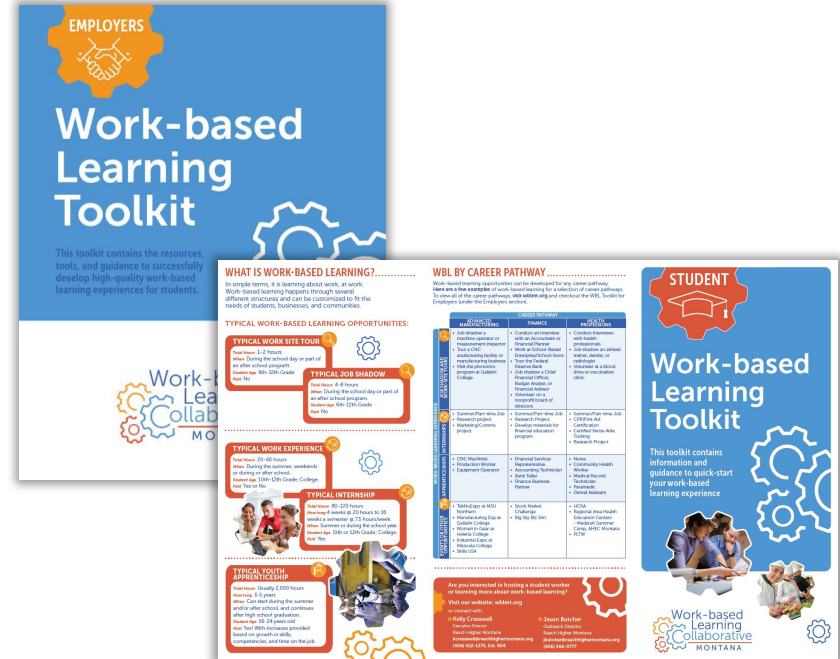
ACCELERATE 

Pathful for Montana 

Year 2 Highlights



Launched New Collaborative Web Page



Published Employer and Student WBL Toolkits

Year 2 Highlights

More Data!!!

Reach Higher Montana Work-based Learning Collaborative Data Measurement Plan

DECEMBER 2022

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HS Students Earning WBL Credit

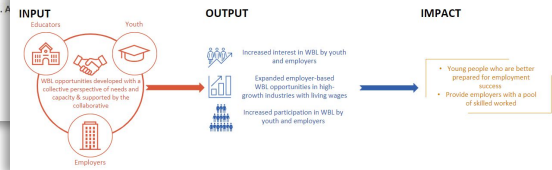
Postsecondary Student WBL Course-taking

Apprenticeships and Labor Force Participation Data

Employer Workforce Satisfaction Metric

Timeline, Reporting & Outreach

III. A



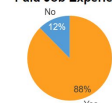
Completed Data Measurement Plan

Research Approach

Audience	Approach	Participants	
		2022	2023*
YOUTH	Listening Sessions <ul style="list-style-type: none"> Developed a listening session packet with survey & discussion questions Reach Higher regional advisors received training and then led focus groups Focused on juniors and seniors who had and had not participated in work-based learning activities Intentional recruitment at range of school sizes across the state 	40	98
EDUCATORS	Focus Group & Exit Survey (2022) <ul style="list-style-type: none"> Received recommendations of WBL leaders within education to recruit Led an online focus group with an exit survey 	7	27
EMPLOYERS	Feedback Form (2022) <ul style="list-style-type: none"> Feedback forms were available to employer Survey (work in progress)		

Youth About the Participants

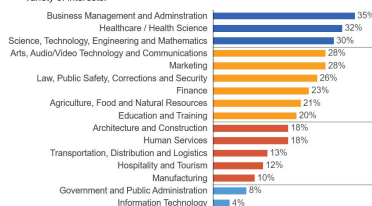
Paid Job Experience



- We continue to see that most students who participated had paid work experience
- The most common areas of employment continue to be:
 - Food Service
 - Ranch/Farm Work
 - Retail
 - Childcare
 - Construction

Career Interests

- When asked about their interest in specific career fields, students shared a variety of interests.



Collected More Data from Youth Focus Groups, Educator Survey, and on Young Apprentices

Year 2 Highlights



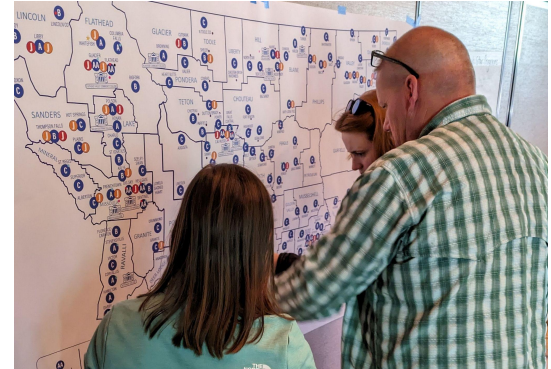
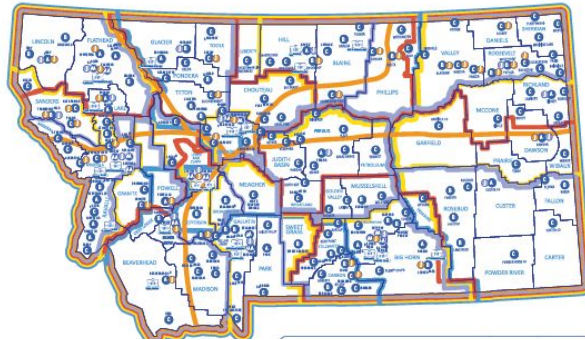
Teacher Jeannette Barreto who is participating in an externship at Woods Powr-Grip in Laurel.



Doubled Teacher Externships

*Lead Contact at Wood Powr-Grip,
Katie Whitmoyer,
with Jeannette.*

Expanding WBL Landscaping Work





LEARNING FROM DATA

Objective: Hear about the Collaborative's data work. Share learnings from youth and educators that will inform the priorities we identify later in the day.

When we started this work, there were many key WBL questions we couldn't answer

Questions like:

STAKEHOLDER VOICE / INTEREST

- How many students are participating in WBL? (K-12 through postsecondary)
- What types of WBL activities are students interested in and participating in?
- How many employers are offering WBL opportunities and for whom?

OUTCOMES / IMPACT

- Are students participating in WBL achieving better outcomes, like being more likely to be employed, pursuing additional training, or attaining higher wages?

ADVANCING EQUITY

- Are students participation in WBL at equitable rates (e.g., by gender, race/ethnicity, region of the state, etc.)?

PROGRAM QUALITY

- Are students and employers having good experiences?
- Did the student's job site meet safety standards?

A lot of work has happened since then...

Research Approach			
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	<ul style="list-style-type: none"> Received recommendations of WBL leaders with education to recruit Led an online focus group with an exit survey 	7	27
EMPLOYERS	Survey (2023)		
	<ul style="list-style-type: none"> Advertised survey at educator conferences across the state 		
EMPLOYERS	Feedback Form (2022)		
	<ul style="list-style-type: none"> Feedback forms were available to employers at the Governor's Cup Survey (work in progress) 	29	n/a

Summer 2021
WBL Summit

Spring 2022
Piloting Voice
Data Collection

Fall 2022
WBL Data
Measurement Plan

Reach Higher Montana
Work-based Learning Collaborative
Data Measurement Plan
DECEMBER 2022

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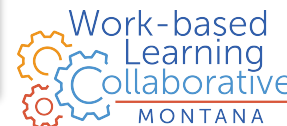
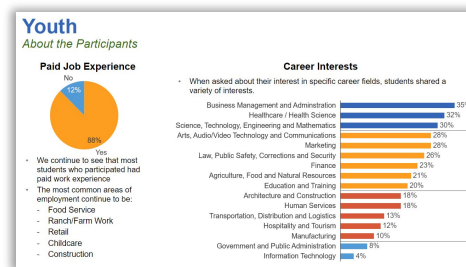
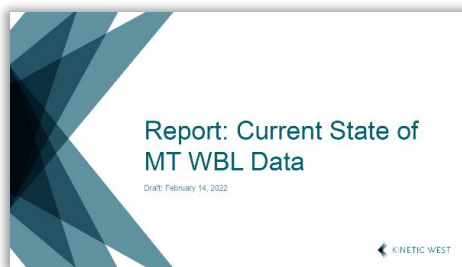
XVIII. WBL Indicator Data

Fall 2021 & Winter 2022
WBL Data Landscape
Analysis

Summer 2022
WBL Retreat

Fall 2022 & Winter 2023
Continued Voice
Data Collection

TODAY



WBL Data Measurement Plan

INPUT



OUTPUT



Increased interest in WBL by youth and employers



Expanded employer-based WBL opportunities in high-growth industries with living wages



Increased participation in WBL by youth and employers

IMPACT

- Young people who are better prepared for employment success
- Provide employers with a pool of skilled workers

INITIAL WBL INDICATOR DATA

Youth Voice

- Familiarity with WBL
- Career and WBL activity interests
- Support needs for career exploration and preparation

Educator Voice

- Current WBL activities offered to students
- Most impactful WBL activities
- Opportunities and barriers to expanded programs

Youth Interest & Participation

- # of 16-24-year-old youth apprentices and workforce participation (DLI)
- # of students earning WBL Credit (OPI)
- # of students earning postsecondary WBL credit (OCHE)

Employer Interest & Participation

- # employers who participate in WBL programs
- # employers who are aware of WBL opportunities
- # employers who are interested in participating in WBL

Workforce Health

- Employer's satisfaction with ability to hire by level of experience.
- Ability to hire skilled workers from MT? Other regions recruiting from.
- Employer's satisfaction with readiness of new hires by level of experience. Skills not seen, and types of training required or are investing in.
- Ability to retain skilled workers in MT. Average tenure and reasons they leave.

WBL Indicator Data Availability

Youth Voice

- ✓ Familiarity with WBL
- ✓ Career and WBL activity interests
- ✓ Support needs for career exploration and preparation

Educator Voice

- ✓ Current WBL activities offered to students
- ✓ Most impactful WBL activities
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Youth Interest & Participation

- ✓ # of 16-24-year-old youth apprentices and workforce participation (DLI)
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WBL Collaborative Plans for Year Three



Project-based Work Groups

1. **Programs:** Framework and essential components of programs (bringing in best practices), recruitment/train teachers
2. **Policy:** Policy explainers and WBL definition
3. **Data:** Expansion of stakeholder voice data, data dashboard
4. **Communications & Marketing:** Where are we presenting? Where are we disseminating?
5. **Capacity:** Funding, quarterly meetings, onboarding of members, annual retreat

Quarterly Collaborative Meetings

- August, October, February, May
- Annual Retreat - Summer 2024



Questions?

Contact Information:

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